



**(U) Now You're Speaking My Language: NSA's Linguistic Resources
(Part III and Final)**

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(U//FOUO) In the conclusion of this article, here are the remaining steps being taken by
NSA/CSS to address its shortage of highly qualified cryptologic language analysts (CLAs):

(U//FOUO) **New language proficiency tests** . Good language readiness metrics are dependent
upon good testing mechanisms. The DCI Community Management Staff (CMS) is now sponsoring
the development by DLI of brand new computer-delivered language tests that will assess level
0+ through 4 in listening and reading. The first ten computer-delivered tests will be ready in the
fall of 2005, with more to follow. For the first time, there will be a single, reliable testing metric
for civilians and military across DoD.

(U//FOUO) **Training through LangNet -- Multilingual Advanced Learning on-Line** . The
first release of the [LangNet-MALL](#) system is now available on NSANet to help analysts maintain
or improve their reading skills in Modern Standard Arabic, Chechen, Chinese, Hindi, Kurdish
(Sorani), Pashto, Persian Farsi, Spanish, Turkmen, Urdu, Uzbek or West Punjabi (with more
languages to be added). It provides instruction at the higher proficiency levels and in the Less-
Commonly-Taught Languages.

(C) **"Backfill" billets to attain/sustain 3/3** . With ops tempo ever increasing, CLAs often
cannot be spared to go to language training. Thus, the vicious cycle is perpetuated. CLAs at 3/3
usually cannot be released for training to higher levels. The 75% of the military CLAs and the
49% of the civilians who are not at level 3/3 stay on position, rather than going to training to
improve their skills and their job performance. In order for CLAs to go to training, there must be
additional personnel who can "backfill" for their colleagues, i.e. replace them on position.

- (S) NSA/CSS Action to Date: NSA/CSS has increased its civilian hiring ceiling by 600
linguists over the next five years to "backfill" for civilian language analysts. With a
current civilian cadre of nearly 1200, this represents an overall net gain of 50%.
Additionally, NSA/CSS has launched an aggressive hiring program to include as many
heritage (near native) and native speakers as possible and to appeal to such populations
as language professors at prestigious universities.
- (U//FOUO) Further Action Required: The military CLA manning factor must similarly be
increased to allow military language analysts to go to the maintenance and enhancement
training required for their jobs. NSA/CSS recommends that the number of military
language billets be raised by 785 billets. This recommendation, along with the DLI
increased funding recommendation, is now in the final approval stages by DoD's Joint
Requirements Oversight Council.

(U//FOUO) **Increase Foreign Language Incentive Pay (FLIP) and/or incentives** .

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